



Office of Diversity, Equity & Inclusion

Director

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ODEI NUGGET

MICRO-INEQUITIES are actions that exclude people.

HELPFUL QUESTIONS

1. What are ways that this person may not feel welcome?
2. Are people being excluded because some keeps "forgetting"?
3. What non-verbal signals do we need to watch/change at meetings?



Farewell and Best Wishes

Please join us in bidding farewell, and saying thank you to SPC Kayla McDonald, our State Equal Employment Assistant. SPC McDonald will be leaving our office in mid-March to pursue a career as a Child and Youth Program Assistant at Shaw Air Force Base. She has been an integral part of our team and has assisted phenomenally in our efforts. SPC McDonald will be greatly missed, and her departure will leave a huge gap in our office. We wish her the absolute best in all her future endeavors. Farewell SPC McDonald, may the wind always be in your sails.

If you, or anyone you know, is interested in a position within the Office of Diversity, Equity, and Inclusion as the State Equal Employment Assistant, please send your resume to 1LT Briana Yancey at briana.m.yancey.mil@mail.mil, or call 803-299-5390.

EO COMPLAINT PROCESS TIMELINE

MILITARY MEMBER

The SCNG Military EO complaint process applies to all Title 32 Service Members who feel they have experienced discrimination, harassment or reprisal, based on a protected category or communication. **Complainants have 180 calendar days from the date of the alleged activity OR from the date they knew or should reasonably have known about it.**

EEO COMPLAINT PROCESS TIMELINE

FEDERAL EMPLOYEE

The SCNG Federal EEO complaint process applies to all Federal Employees (Title 32 Technicians & Title 5 Civilians), as well as applicants of federal employment, who feel they have experienced discrimination, harassment or retaliation, based on a protected category or communication. **Complainants have 45 calendar days from the date of the alleged activity OR from the date they knew or should reasonably have known about it.**

Women's History Month

Women have played a vital role in the U.S. Army since 1775, from Molly Pitcher to those now serving. Their accomplishments have shaped not just the Army, but the country.

"Women have served in the defense of this land for years before our United States was born," said retired Gen. Gordon R. Sullivan, who served as Army chief of staff from 1991 to 1995. "They have contributed their talents, skills and courage to this endeavor for more than two centuries with an astounding record of achievement that stretches from Lexington and Concord to the Persian Gulf and beyond."

First pilot

Starting in 1976, women could attend flight training. Two years later, 2nd Lt. Marilyn Koon, a former North Dakota Guard member, became the Air National Guard's first female pilot with the Arizona National Guard's 161st Air Refueling Group. Koon also led the first Air Guard all-female crew to fly a tanker on a refueling mission in 1984.

Retired Air Force Maj. Gen. Martha Rainville served on active duty from 1978 to 1984 before transferring to the New York Air Guard. After joining the Vermont Guard in 1988, Rainville became the state's adjutant general in March 1997 — the first woman in the National Guard's history to hold the position. Rainville's accomplishments as adjutant general range from oversight of the immediate mobilization of the 158th Fighter Wing on Sept. 11, 2001 to helping Vermont's state partner Republic of Macedonia in expanding their agribusiness and tourism industries by facilitating business relationships. Rainville retired in April 2006.

Enlisted women

Although women were allowed to join the National Guard as officers in 1956, women were not able to join the ranks as enlisted members until 1968. Even after integrating women into the military, the roles women filled were classified as combat support. Despite the non-combat role classification, women would find themselves in combat situations, like Pfc. Charla Shull and Sgt. Leigh Ann Hester.

Defense.gov



South Carolina National Guard's First Female General Officer

Brigadier General (Ret) Darlene Marie Goff enlisted in 1977. She earned her commission in 1981 through the Palmetto Military Academy. Brigadier General Goff has a Bachelor of Science Degree in Sociology from Lander University and a Master of Arts Degree in Computer & Information Resource Management from Webster University. She also holds a Master of Science in Strategic Studies Degree from the United States Army War College. In 2010 she became the first female Soldier to reach the rank of Brigadier General in the S.C. National Guard. She assumed duties as Director, Joint Staff, South Carolina National Guard on 1 November 2012. In March of 2015, after 37 years of commendable service to the National Guard and the U.S. Army, Brigadier General Goff formerly retired. Please stay tuned, as Brigadier General (Ret) Goff will be a guest speaker on the SCARNG's Palmetto Guardian podcast on 24 March 2021. She will share some of her military experiences and she will discuss with SFC Penn the progression of women in the military.

Brigadier General (Ret) D. Marie Goff

SCNG's First Female General

Former Assistant Adjutant General

Federal Women's Emphasis Program Manager



SFC Felicia A. Penn

Equal Opportunity Advisor

***Federal Women's Special Emphasis
Program Manager***

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In pursuant to 29 CFR § 1614.102 (Agency program), The SCNG maintains a continuing affirmative programs to promote equal opportunity, diversity and inclusion and to identify and eliminate discriminatory practices and policies. In support of these programs and the ODEI's mission, the SCNG has seven Special Emphasis Programs; People With Disabilities Program, Federal Women's Program, Hispanic Employment Program, African American/Black Employment Program, and Asian American/Pacific Islander Employment Program, Native American/Alaskan Native Employment Program, and The LGBTQ Employment Program. The programs are managed by appointed Special Emphasis Program Managers (SEPM) and overseen by an appointed Special Emphasis Programs Director.

Special Emphasis Programs are implemented in the workplace environment to promote and foster diversity in the SCNG through awareness and education. The SEPMs ensure the development and maintenance of each program and serve as a liaison and advocate for each group, celebrate diversity with the agency, educate the SCNG to unique cultural characteristics among groups, assist with the State's Equal Employment Opportunity programs and serve as extended support to the SCNG ODEI. To get involved contact State Equal Employment Specialist, the Special Emphasis Program Managers, or the Office of Diversity, Equity, and Inclusion (ODEI).

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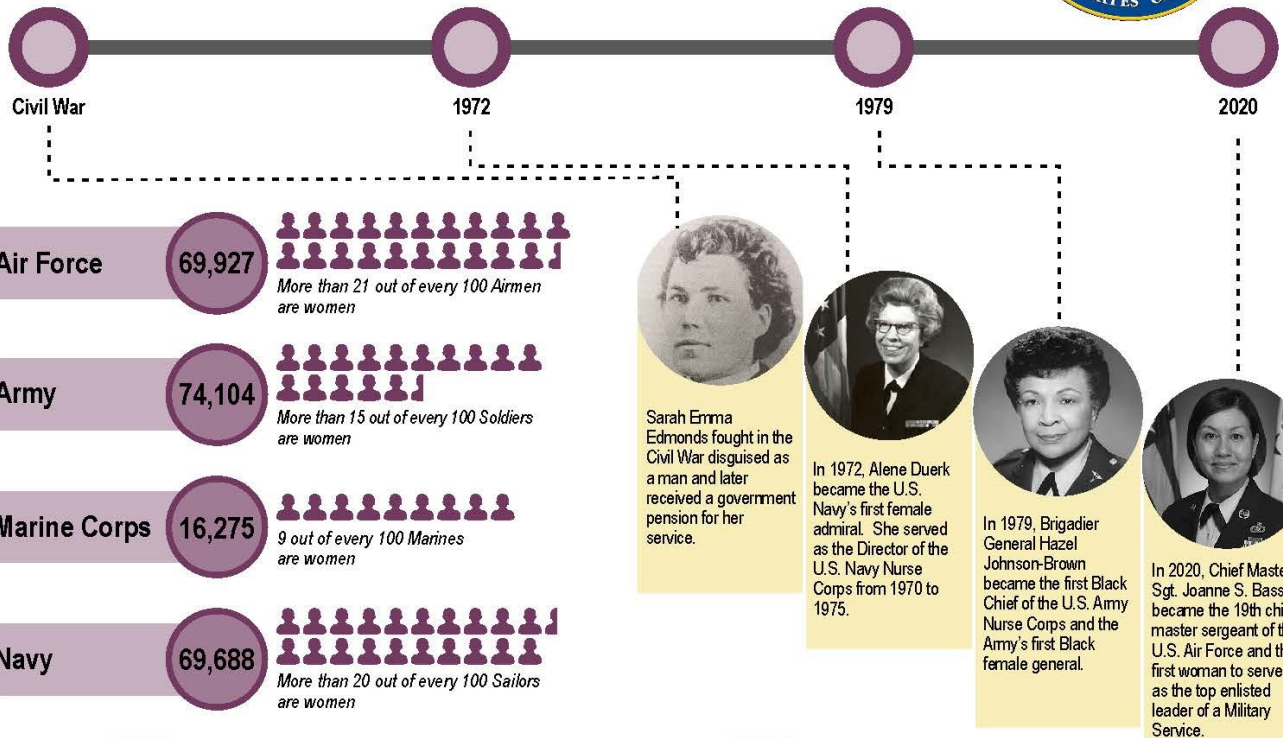
Presidential Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States

On January 26, Joe Biden issued the "Presidential Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States.

It mandates that the Attorney General shall explore opportunities to prevent discrimination, bullying, harassment, and hate crimes against Asian American and Pacific Islander (AAPI) individuals, and expand collection of data and public reporting regarding hate incidents against such individuals. The reported incidents range from verbal harassments to physical altercations. Click and open the link below for more information.

[Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States | The White House](#)

2021 Portrait of Active Duty Women



14%

The percent of senior enlisted personnel who are female.

15.7%

The percent of females on Active Duty who obtained a commission via Officer Candidate School or equivalent, an increase from 13% in FY 2019.

Enlisted Occupations

Functional Support & Administration Specialists	43,896
Service & Supply Handlers	26,530
Health Care Specialists	26,005
Electrical / Mechanical Equipment Repairers	23,349
Communications & Intelligence Specialists	17,725
Electronic Equipment Specialists	14,938
Infantry, Gun Crews & Seamanship Specialists	11,467
Non-Occupational Service Members	9,254
Craftworkers	4,602
Other Technical Specialists	2,822

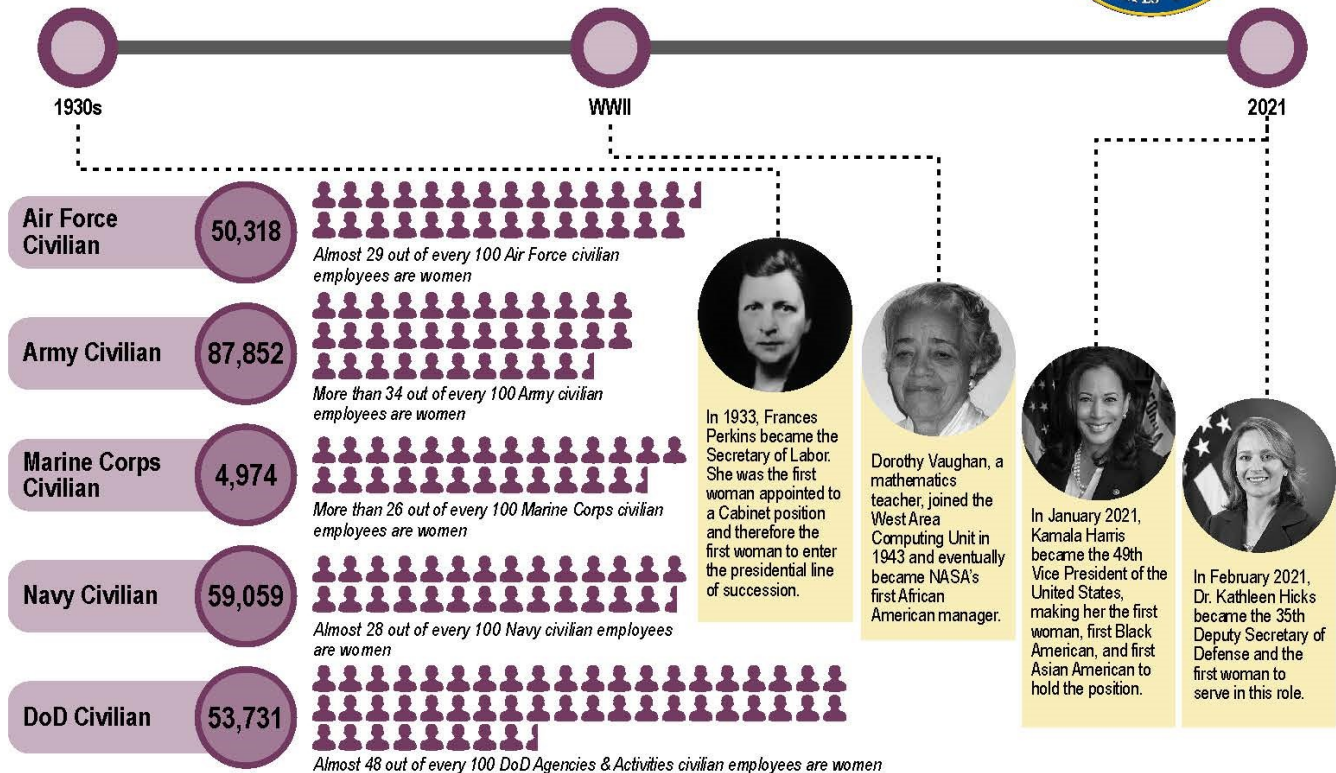
Female =

Officer Occupations

Health Care Officers	14,906
Tactical Operations Officers	6,986
Administrators	4,138
Intelligence Officers	3,737
Supply, Procurement & Allied Officers	3,712
Engineering & Maintenance Officers	3,385
Scientists & Professionals	2,590
Non-Occupational Officers	2,405
Other Officers	296
General Officers & Executives	255

Female =

2021 Portrait of DoD / Government Civilian Women



27.4%

The percent of female DoD civilian employees who are Veterans.

6.8%

The percent increase of SES positions held by women between FY 2019 and FY 2021.

Top 10 GS-1 to GS-14 Civilian Career Fields

General Admin., Clerical & Office Services	44,525
Medical, Hospital, Dental & Public Health	27,713
Accounting & Budget	22,835
Business & Industry	20,649
Human Resources Management	12,958
Supply	7,783
Engineering & Architecture	7,781
Information Technology	6,273
Education	6,269
Social Science, Psychology & Welfare	5,463

Female =

Top 10 GS-15 / SES Civilian Career Fields

General Admin., Clerical & Office Services	989
Accounting & Budget	451
Legal & Kindred	407
Business & Industry	192
Human Resources Management	167
Engineering & Architecture	154
Information Technology	137
Social Science, Psychology & Welfare	94
Mathematical Sciences	52
Inspection, Investigation, Enforcement & Compliance	37

Female =